Board of Education
July 14, 2020 – Regular Meeting
Zoom Virtual Meeting

**MEMBERS PRESENT:** Chair Mary Tomasi, Vice Chair Chris McGlynn, Suesen Hickey, Amy Domeika, Jessica Morozowich, Joanne Rose, Mitchell Koziol, Student Member Shannon Hickey.

**ADMINISTRATION PRESENT:** Superintendent Jeffrey Burt, Principal Colchester Elementary School Principal Judy O'Meara, Jack Jackter Intermediate School Principal Elise Butson, Director of Teaching and Learning Charles Hewes, Director of Pupil Services and Special Education Kathleen Perry, Director of Education Operations Mario Hurtado, Director of Human Resources Shannon Ramsby, Darren Smith Director of Digital Learning and Innovation, Chief Financial Officer Maggie Cosgrove.

**OTHERS PRESENT:** Board of Selectmen Liaison Denise Mizla.

## 1. CALL TO ORDER

Chair Tomasi called this Regular Meeting to order at 4:00 pm.

## 2. ADDITION/CHANGES TO AGENDA

No additions or changes were requested.

## 3. CELEBRATIONS

3.1. Teachers of the Year

Congratulations to the following staff for being selected for Teachers of the Year:
CES: Amy Rau
JJIS: Linda Lane
WJJMS: Becky Nadeau
Bacon Academy: Jennifer LaBombard

3.2. Paraprofessionals of the Year

Congratulations to the Paraprofessionals of the Year:
CES: Linda Rubin
JJIS: Holly Bolduc
WJJMS: Knikka Wetzel
Bacon Academy: Marquis Lawson

3.3. Classified Staff Members of the Year

Congratulations to the Classified Staff Members of the Year:
CES: Susan Bartholomew
JJES: Leanne Ranheim
WJJMS: Jennifer Major
Bacon Academy: Susan McKiernan

Superintendent Burt presented a slide show with pictures of the above staff members. The staff members will be more formally congratulated at the August Convocation and the announcement made for the overall winners at the start of school.

3.4 Abigail Belding 3rd Place at National Invention Convention
Abigail Belding, 8th grade from Colchester, took 3rd in her grade category for the Easy Exit 3.0: The Descent, a device that opens up the window when a fire alarm activated switch is pressed. "The Descent extends down with a harness that the person then places around their arms and chest," she says. "The device then pulls the person out the window and lowers them to the ground, it then resets to bring out other people if needed."

**4. PUBLIC COMMENT**

Lisa Johnson, Susan Curry, Michelle Gilman and Carrie Aivaliotis expressed their support for the new Diversity Committee.

**5. REPORT FROM SUPERINTENDENT**

5.1 Communications
Emails were received from Meaghan Kehoegreen and Melanie Rumbel in support of the Diversity Committee. Emails attached.

5.2 2020-2021 Budget Update
Superintendent Burt said he is moving forward with the budget.

5.3 2019-2020 Budget Update
Budget Chair J. Morozowich said there are a few outstanding invoices but they are working to close the 2019-2020 budget and should be finished in August. Approximately $300,000 will be moved to the Capital Reserve fund. The committee is looking into the process of reallocating some of the previously designated funds.

The State reimbursement rate has not been set. A change has been made to the Special Education "age out" time from age 21 to 22. This will have an impact in the future. Personal Protection Equipment is estimated to cost approximately $10,000 per month.

There are some savings in the health insurance account as many procedures were postponed. Savings were also seen in stipends, athletic training, daily substitutes, transportation and heating.

5.4. Reopening Planning Update
A Reopening Task Force made up of teachers and parent focus groups has been meeting for eight weeks. The State wants plans for a full opening, a hybrid model that would be 50% in school and 50% distance learning and one for all distance learning. The plans must be submitted by July 24.

The State has waived the 180 days requirement that is now 177 days. Three additional days will be used for staff training. Teachers will return August 24 and students August 31.

J. Morozowich reviewed the results of the 1,000 participants from the survey.

Sports are still not finalized.

5.5 Diversity Committee
A committee will be formed with teachers, students and community members. It is hoped to finalize the scope of the committee by August. A proposal for making this a standing committee was discussed. Board policy will be reviewed for this proposal.

**6. POLICIES/REGULATIONS FOR FIRST READING** (None at this time)

**7. PRIORITY DISCUSSION/ACTION ITEMS** (None at this time)

**8. GRANTS/OTHER FINANCIALS** (None at this time)
8.1. Budget Transfer over $5,000 (None at this time)

**9. CURRICULUM/INSTRUCTION/ASSESSMENT** (None at this time)

**10. CONTINUED DISCUSSION/ACTION ITEMS**

10.1 WJJMS Building Project Update
Some outside concrete work is being finished and the project is nearing completion.

10.2 Bus Contract Update
An addendum to the contract with modifications for summer transportation with LEARN has been signed. There should be an approximate ten percent savings.

10.3 Website Committee Update
The committee has met twice regarding the new website with a December transition planned for the new platform.

10.4. Communication Committee Report
Dr. Hewes and Superintendent Burt would like this to be a district wide committee with multiple aspects. Not only to inform the public but for better communication between administration and staff. This will be a committed dedicated committee to distribute information throughout the district.

**11. POLICIES/REGULATIONS FOR SECOND READING**

11.1 5131.11P and 5131.11R Surveillance on School Property (Students)
Tabled until next meeting.

11.2 4218.4P and 4218.4R Surveillance on School Property (Personnel)
Tabled until next meeting.

11.3 1180P and 1180R Memorials to Deceased
Table until next meeting.

11.4 3240P Tuition Fees
**Motion by:** A. Domeika
to approve the revisions to 3240P Tuition Fees as presented.
**Second by:** C. McGlynn.
**Vote:** Unanimous to approve.

11.5 Bylaw 9325.1 Order of Business
Minor changes were made to the order of the Board agenda.
**Motion by:** J. Morozowich
to approve the revisions to Bylaw 9325.1 as presented.
**Second by:** S. Hickey.
**Vote:** Unanimous to approve.

11.6 5124P Student Safety
CABE has suggested these language changes to update this Student Safety Policy.
**Motion by:** J. Rose
to approve the revisions to 5123P Student Safety.
**Second by:** A. Domeika.
**Vote:** Unanimous to approve.

## 12. CONSENT AGENDA

12.1 June 22, 2020 Special Meeting Minutes
12.2 June 18, 2020 Special Meeting Minutes
12.3 June 9, 2020 Minutes
**Motion by:** J. Morozowich
to approve the June 22, June 18 and June 9, 2020 minutes as read.
**Second by:** S. Hickey.
**Vote:** Unanimous.

12.4 CES Request for Disposal
**Motion by:** C. McGlynn
to approve the request from CES for disposal of materials.
**Second by:** M. Koziol.
**Vote:** Unanimous to approve.

## 13. REPORTS FROM BOARD COMMTTEES

13.1 Policy – Meeting scheduled for August 3, 2020 at 3:00 pm.
13.2 Budget – no further report.
13.3 Personnel – Meeting scheduled for September 14, 2020.
13.4 Ad-Hoc Curriculum – Meeting scheduled for July 16, 2020.
13.5 Ad-Hoc Consolidation – Superintendent Burt suggested disbanding
This Ad-Hoc committee as the original intent

## 14. REPORTS FROM BOARD LIAISONS

J. Morozowich wanted to celebrate Principal Peel and the Bacon Academy staff for the for the amazing graduation ceremony.

Principal Peel noted that the faculty and staff at the graduation were volunteering their time and that shows their dedication and love for the kids. The graduation was 100% organized, videotaped and finalized by Bacon Academy students.

**15. BOARD ANNOUNCEMENTS AND INFORMATION ITEMS**

15.1 Next Meetings

| MEETING | DATE | TIME | LOCATION |
|---|---|---|---|
| Ad Hoc Curriculum Comm. A | July 16, 2020 | 4pm | Virtual |
| Policy Committee | August, TBD | | Virtual |
| Ad Hoc Curriculum Comm. B | August 4, 2020 | 4pm | Virtual |
| Budget Committee | August 6, 2020 | 9am | Virtual |
| Board of Education | August 11, 2020 | 4pm | Virtual |
| Personnel Committee | September 14, 2020 | 4pm | Virtual |

15.2 Enrollment Report for July 2020 is not available at time. Enrollment will be presented at the August meeting.
15.3 Regulations (None at this time)
15.4 Approved Committee Meeting Minutes
15.5 Monthly Budget Reports
15.6 Health Insurance Reserve Analysis
15.7 Budget Transfers Under $5,000 (None at this time)
No action taken, information only.

**16. INFORMATION ITEMS: NON-SUBSTANTIVE POLICY CHANGES** (None)

**17. PUBLIC COMMENT**

Denise Mizla said graduation was beautiful and well planned with proper safety precautions and she is glad the students were able to have a ceremony. D. Mizla asked for clarification on school reopening items.

Superintendent Burt said Monday's graduation was an incredible three month effort to plan and with no rehearsal, it was an incredible graduation.

**18. BOE WORKSHOP ON GOALS**

Superintendent Burt presented a draft that the Board began work on prior to the pandemic. Board members were asked to add to this for further discussion. It was decided to set specific dates for a workshop other than at the regular Board meetings.

**19. ADJOURNMENT**

Chair Tomasi adjourned this meeting at 6:01 pm.

Respectfully submitted,

Mary Jane Slade
Recording Secretary

**From:** Melanie Rumbel <mrumbel@wellesley.edu>
**Subject: In Support of the Anti-racism Committee**
**Date:** July 14, 2020 at 11:01:00 AM EDT
**To:** mtomasi@colchesterct.org, cmcglynn@colchesterct.org, adomeika@colchesterct.org, mkoziol@colchesterct.org, shickey@colchesterct.org, jmorozowich@colchesterct.org, jrose@colchesterct.org

Dear Members of the Board of Ed,

This afternoon, I understand that there will be a discussion about the implementation of a district-wide anti-racism committee. I'm writing to you since I cannot virtually attend the meeting, but I wanted to show my support.

In my eyes, a committee like this would be vital to addressing racial issues in our district. We want to promote Colchester as a welcoming place and improve the quality of life for all residents, particularly marginalized communities of color. I hope such a committee may serve to:

1. Incorporate diverse voices, perspectives, and ideas in decision-making forums, along with teaching people how to do so

2. Reduce barriers experienced by racial minority communities in accessing public programs and services

3. Ensure policies passed for the good of all district residents also serve racially marginalized communities as equally and justly as possible

4. Organize events and / or campaigns that recognize significant events related to 1) celebrating progress and 2) re-education about the impact of oppressive historic events / holidays

5. And of course, review and revise educational standards in the schools around the teaching of racism, its history, and how it impacts society today

On that last one, having gone through the Colchester school system myself and having the perspective of a now-college graduate, I know there are many ways the educational system in Colchester can be reformed around discussions of race (and that there are teachers and students working on this very matter). Most importantly, we need to teach students that racism *is* happening here and now, that it didn't end with Abraham Lincoln, that historical racism is baked into our society today, and that it manifests in countless ways. And then we need to provide tools for education and awareness of how to combat racial prejudice.

I hope the anti-racism committee for our district would serve these purposes in promoting equality, and ensuring that Colchester is a welcoming place for communities of color.

All the best,
Melanie

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Melanie Rumbel (she/hers)
Wellesley College '20

**From:** Meaghan Kehoegreen <mkeho399@colchesterct.org>
**Subject: AntiRacism district work**
**Date:** July 14, 2020 at 1:04:31 PM EDT
**To:** Amy Domeika <adomeika@colchesterct.org>, Chris McGlynn <cmcglynn@colchesterct.org>, Jessica Morozowich <jmorozowich@colchesterct.org>, Joanne Rose <jrose@colchesterct.org>, Mary Tomasi <mtomasi@colchesterct.org>, Suesen Hickey <shickey@colchesterct.org>

Hello!

I hoped to join your meeting today for citizens comments but unfortunately I have another meeting at that time.

I just wanted to let the Board of Ed know that there are many Colchester teachers starting to do anti-racism work and who are passionate about learning, growing, and changing to help our students.

There are antiracism committees of teachers created or being created at each school, summer book clubs, resource documents being shared, and google meets where some teachers have been meeting to discuss what they are learning and what they think next steps are.

I know that this is a very busy time for the board of Ed, especially involving the reopening plans, but I do hope that the role of our district in anti-racism work is discussed.

While our town is working on creating a town wide commission, that commission will have to have a broader focus and focus on police accountability & training, affordable housing, and other aspects of systemic racism along with education. I hope that the district can have our own district wide committee that would have a liaison to the town committee. The district committee might include a teacher from each school group along with parents, students, and graduates.

I hope that a multi-tiered approach might be the most effective in having real and lasting positive changes-through the books and toys we purchase, the curriculum we teach, the biases we diminish, etc.

Thank you for reading and thank you for all that you do for our community and students.

Meaghan Kehoegreen